



**AbleLight**  
Illuminating Abilities, Brightening Communities

# 2023-2024 Impact Report

Dedicated to our mission—past, present, and future.





## Message from Keith Jones

President and CEO

Friends of AbleLight,

This year marks a significant milestone in our journey—120 years of demonstrating Christ’s love through dedicated support for people with developmental disabilities. Our commitment to our Christian mission has been our guiding light; over the decades, we have expanded our reach, embraced new opportunities, and continuously evolved to meet the changing needs of those for whom we care. **This year, we celebrate not just our history, but our steadfast mission to empower individuals with developmental disabilities.**

Since our founding in 1904, we’ve grown from a small group of compassionate individuals to a national leader in life-changing disability services. Today, AbleLight continues to be a beacon of hope, empowering people to live their best lives.

This impact report showcases the reasons behind our work and shares inspiring stories of transformation that you helped make possible. We are deeply grateful to everyone who has supported us along the way—our dedicated employees, our generous supporters, and our compassionate partners. Your belief in our mission has allowed us to continue our vital work. Together, we are making a lasting difference in the lives of those we support.

Looking ahead, our mission is more crucial than ever. We will continue to push boundaries, set new standards, and break new ground for those who rely on us. **Thank you for being an important part of our journey and for sharing our vision for the future.**

Keith Jones,  
*President & CEO, AbleLight Inc.*

### Our mission and commitment through the years...

Explore the milestones and defining moments that have shaped AbleLight’s 120+ year journey of impact, growth, and dedication to those we support.



**1904**

The organization was founded as a residential school, and began supporting our first five individuals at Faith Home in Watertown, Wisconsin.

**1920s**

The school adopted the name Bethesda, taken from John 5:2-9 and meaning “House of Mercy.”

**1940s-50s**

Bethesda entered a period of expansion, beginning with renovations to campus buildings in Watertown, Wisconsin.

# Celebrating 120+ Years of Commitment

AbleLight: Illuminating Abilities. Brightening Communities.

AbleLight is proud to celebrate over 120 years of commitment to supporting individuals with developmental disabilities. As the industry and our organization have evolved over time, our dedication to our mission has remained the same. Join us as we reflect on our history and look forward to the future.

**Our Vision:** A world where all people with developmental disabilities are loved, secure, and flourishing in their communities.

**Our Mission:** Through Christian love, AbleLight whole-heartedly supports and advocates for all people with developmental disabilities to ensure they have security, dignity, and hope.

**Our Values:**

- **MISSION FIRST:** We are called to support others to flourish and that deserves our full energy, commitment, and focus.
- **ONE ABLELIGHT:** We are ONE TEAM working together to advance quality. We value collaboration, accountability, transparency, and courage.
- **CHRISTIAN LOVE:** We are guided by our Christian Faith because all people have infinite value. We welcome and love every person, we act with empathy, grace, dignity, and patience.

**What's in a name?**

Together, AbleLight is a name that speaks to an organization that is guided by God, illuminating a path for people with disabilities, so they can realize their own unique abilities. The insignia in the organization's logo demonstrates God's light shining through people of all abilities.

**Able**

EVERYONE  
has infinite value  
and can contribute

**Light**

Our Christian foundation;  
Symbolizes love, hope  
and progress.

Guided by God, illuminating a path for people with developmental disabilities to realize their abilities

Since opening our doors on April 13, 1904, we have supported over 9,000 people, starting with just five individuals at Faith Home in Watertown, Wisconsin.

**Meet Paul:** When Paul was 13 years old, he became the sixth resident at AbleLight in 1904. His family chose AbleLight for its Christian foundation, knowing we would provide the care and opportunities he needed.



Paul thrived, finding joy and fulfillment in helping others. He lived to be over 100 years old in a life filled with love, purpose and support through his home at AbleLight.



**1960s**

The first Bethesda Thrift Shop opened in Watertown, Wisconsin. Bethesda began to enter new service lines and markets across the United States.

**1970s-90s**

With the beginning of Medicaid funding, services expanded beyond the Lutheran community and ignited over 300 small programs across many states, primarily in the Midwest.

**2000s**

The organization grew rapidly and expanded its operations to the Western states of California, Colorado, Oregon and Washington.

**2022 and Beyond**

Bethesda rebranded to AbleLight in 2022, continuing our Christian mission dedicated to supporting and advocating for people with developmental disabilities.

# Social Challenges

## Why AbleLight's Services are so Critical

Social challenges often become obstacles and barriers, especially for people with developmental disabilities. Many of these challenges threaten the core need to feel secure in life itself. At AbleLight, we work to help people overcome the root issues leading to their insecurities.



### HOUSING INSECURITY

Everyone deserves a safe and loving home tailored to their needs, but housing insecurity remains a serious issue for many.

Housing insecurity includes homelessness, frequent moves, overcrowded conditions, or being unable to afford housing that meets physical needs. For people with developmental disabilities, the challenge is even greater due to limited finances, discrimination, accessibility needs, and dependence on supported services.

Family members often step in to help. However, the demand for support far outweighs availability. As of 2023, nearly 500,000 people with developmental disabilities are on what can be long waiting lists for Home and Community-Based Services (HCBS)<sup>1</sup>.



People with developmental disabilities wait the longest for services

THE WAIT FOR SERVICES AVERAGES	IN SOME STATES, THE WAIT IS UP TO
<b>50 months</b>	<b>8-10 years</b> <sup>2</sup>



### EMPLOYMENT INSECURITY

Many people with developmental disabilities have the ability, desire, and willingness to work and build a career, but finding an employer willing to take a chance on them is often a challenge.

Employment is not just about earning a paycheck; it's a source of pride, personal satisfaction, and a way to build one's identity and sense of purpose. Unfortunately, individuals with developmental disabilities face significant barriers when entering the workforce, including societal stigma, misconceptions about their abilities, and limited access to education and training. These challenges contribute to high rates of unemployment and underemployment in this community, despite many being capable and eager to contribute.



and almost all of them are underemployed, where they are paid below minimum wage and/or are unable to find a job where they can work alongside people without disabilities.<sup>3</sup>



## PHYSICAL AND SOCIAL ISOLATION

Physical and social isolation is a serious issue for people with developmental disabilities, affecting both their mental and physical well-being.

Many people in this community face barriers that limit their social interactions, such as physical limitations, difficulties in communication, and lack of opportunities to engage with others.

This isolation doesn't just make people feel lonely, it can significantly impact their health. For people with developmental disabilities, who may already face more challenges than most, this isolation can make daily life even harder. It's essential to create environments and opportunities that help people stay connected, supported, and engaged, so they can live healthier, more fulfilling lives.



## HEALTH AND WELLNESS INSECURITY

The physical, mental, and spiritual health of people with developmental disabilities is a significant concern for both themselves and their guardians.

These individuals often face higher risks of medical complications and often have co-occurring health conditions, which can complicate their care. Accessing adequate healthcare can be challenging due to a variety of barriers.

Mental health and spiritual well-being are key components to one's wellbeing. Many times, limited training and resources for professionals in health and wellness fields make it difficult for people with developmental disabilities to achieve their needs. Feeling physically, mentally and spiritually healthy crosses into other social challenges, further impacting the ability to socialize, maintain employment, and be independent at home.



### How can I get involved?

You can help us transform the world into a place where individuals with developmental disabilities live with opportunity, choice, and fulfillment. Visit our website to see how you can stay in touch and get involved today!

A 2014 STUDY BY  
GILMORE AND CUSKELLY REPORTS



The US Surgeon General reports that the **health risks of prolonged loneliness** are equivalent to smoking 15 cigarettes a day and include<sup>5</sup>

- ⊖ pain
- ⊖ depression
- ⊖ fatigue
- ⊖ increased mortality
- ⊖ increased blood pressure
- ⊖ failing immune system
- ⊖ decreased restorative sleep
- ⊖ progression of Alzheimer's Disease

REPORTED BY SYRACUSE UNIVERSITY

**Avg life expectancy for people with developmental disabilities is**

**23.5 years lower<sup>6</sup>**

**than those without a developmental disability**



Sources cited can be found at: [AbleLight.org/Sources](https://www.ablelight.org/sources).

# Services That Make a Difference

## Building a Brighter Future: Support for Empowerment and Inclusion

Through Christian love and expertise garnered over 120 years of experience, we work to address the social challenges faced by people with developmental disabilities. We have created four innovative program areas aimed at empowering and supporting this community. Through these programs, we aspire to create lasting positive change, championing a world where everyone, regardless of ability, can thrive, be their whole self, and contribute meaningfully to their communities.

### Residential Services

We believe that the manner and means by which we make a residential setting into a supportive home environment is a sign of our Christian faith. Our aim is to foster safe, loving, and accessible living environments for the people we support. AbleLight offers three types of Residential Services: Supported Living, where individuals receive a customized level of support in their own homes; Shared Living, where individuals live with a family, benefiting from AbleLight's guidance and support; and Congregate Living, which accommodates 4-6 people in a home setting with 24/7 care, ensuring round-the-clock support and companionship. Each option promotes dignity, independence, and personal growth in a welcoming environment.



#### MEET ZEKE

Zeke enjoys his independence in his own apartment while pursuing his passions for art, bowling, and video games. Thanks to AbleLight Supported Living, he feels safe, happy, and at home.

*"AbleLight has allowed me to live on my own. And hopefully eventually someday, I might get my own mansion." - Zeke*

### Employment Services

AbleLight is dedicated to helping people with developmental disabilities thrive through meaningful employment opportunities. We believe everyone who wants to work should have the support to achieve their career goals. Our Employment Supports program helps people discover their interests, provides guidance throughout the job search and interview process, and offers ongoing coaching to help them succeed and become self-sufficient.



#### MEET ANA

Ana has always wanted to work with kids. Through AbleLight Employment Services, she became a before- and after-school assistant at a local elementary school and has grown into a confident, reliable employee who loves her job and inspires the children to embrace difference.

*"It makes me feel good about myself. I just feel great that I have my job." - Ana*

Through AbleLight Employment, we model impactful employer relationships by reserving at least 25% of positions at AbleLight Thrift Shops for people with developmental disabilities, offering advancement opportunities. This approach fosters dignity and inclusion beyond the workplace and throughout our communities.



### MEET NIKOLAI

Nikolai began his first job as a part-time sales associate at an AbleLight Thrift Shop over a year and a half ago. With the help of his manager, Sagen, he has developed new skills and gained a greater sense of independence and fulfillment with his "second family."

*"I feel very privileged to work here. It's definitely an honor to be able to work with the people that I do and help people out."* - Nikolai

## Day Services

AbleLight's Day Program serves as a bridge to the community and provides people with developmental disabilities a chance to learn new skills and form meaningful connections with others. Day programs serve as a key means to alleviate both physical and social isolation aligned with an individual's goals and person-centered plan.



### MEET DAVEN

Daven, affectionately called "Trouble" for his playful humor, has been a part of the AbleLight Day Program for over five years. Despite facing challenges, including surviving cancer, the program has provided vital support, helping him stay connected and active while fostering friendships and uplifting his spirits.

## Representative Payee

Our Representative Payee service helps individuals manage their finances to ensure their financial well-being and stability. For those who need support managing their money, AbleLight takes care of their funds while respecting their personal goals and needs. Even if AbleLight isn't officially their payee, we still assist individuals in managing their spending money and developing financial skills. This support allows them to navigate their lives with dignity and security, and to achieve their personal goals.



### MEET CANDICE

Candice uses AbleLight's Representative Payee services to help manage her finances and achieve her personal goals. She lives happily in a host home arrangement through AbleLight's Shared Living program, but several members of her family live out of state. Through AbleLight's Representative Payee Program, Candice is also able to budget for trips to visit her out of state family members, knowing that her finances are well managed.

*Candice's favorite part? "Just being with my family."* - Candice

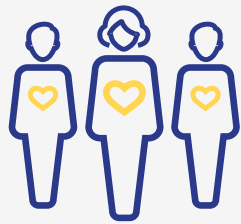
## Interested in learning more?



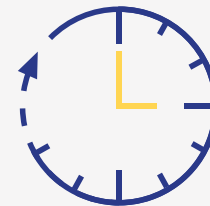
Visit our website to learn more about the life-changing programs and services we offer for individuals with developmental disabilities.

# Our Impact by the numbers

During Fiscal 2023-2024, we continued to provide quality, caring support across all of our existing services, while developing new and innovative ways to support and advocate for all people with developmental disabilities to ensure they have security, dignity, and hope. As we look ahead, we are excited to expand opportunities surrounding volunteerism, faith, and advocacy. You can engage with us through our blog, newsletters, and social media.



**1,025**  
people served  
in residential services and  
community-based programs



**3.8 million+**  
hours of support  
provided to people with  
disabilities across all programs

## CONGREGATE LIVING



**318** PEOPLE  
LIVING

IN ABLELIGHT LICENSED HOMES

**1.3 million**  
HOURS OF SUPPORT  
PER YEAR



**4,026**  
AVERAGE HOURS OF  
SUPPORT PER PERSON  
PER YEAR

## SUPPORTED LIVING



**169**  
PEOPLE  
SUPPORTED IN  
THEIR OWN HOMES

**2,444** SUPPORT HOURS  
PER PERSON  
PER YEAR

**47**

AVERAGE HOURS  
PROVIDED PER  
WEEK



## SHARED LIVING

**201**  
PEOPLE



LIVING IN A SHARED LIVING  
ARRANGEMENT SERVED BY  
ABLELIGHT

**2 million**  
HOURS OF SUPPORT  
PER YEAR



**9,931**  
AVERAGE HOURS OF  
SUPPORT PER PERSON  
PER YEAR

## DAY PROGRAM



**187**  
PEOPLE

SERVED IN DAY,  
COMMUNITY PROGRAMS\*\*

## EMPLOYMENT SUPPORTS

**99**

PEOPLE SERVED  
IN EMPLOYMENT  
SUPPORT PROGRAMS

## ABLELIGHT EMPLOYMENT

**32**

INDIVIDUALS WITH  
DEVELOPMENTAL  
DISABILITIES ACROSS  
OUR 12 ABLELIGHT THRIFT SHOPS

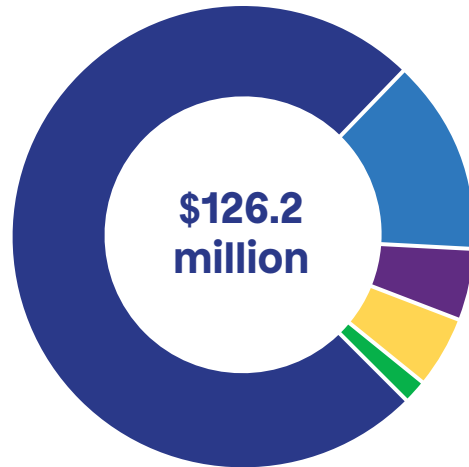
\* all data as of 8/31/2024

\*\* Includes people who may also be accessing both AbleLight's residential services and community based programs.



# Financials

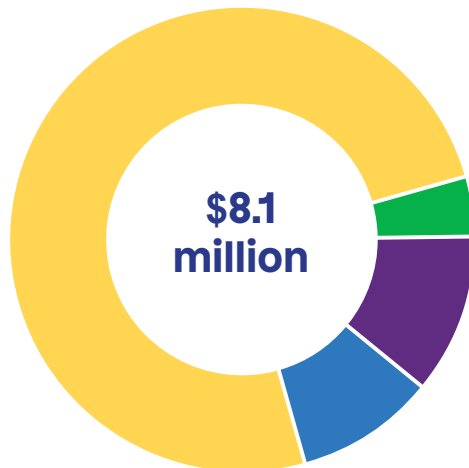
**Total Revenue**  
Fiscal Year 2024  
(9/1/23-8/31/24)



## TOTAL REVENUE BREAKDOWN

■ Program & Services .....	74.8%
■ Investments & Other .....	13.8%
■ In-Kind Donations* .....	5.0%
<small>*Includes AbleLight Thrift retail donations</small>	
■ Estates & Wills .....	4.8%
■ Gifts & Grants .....	1.6%

**Total Donations**  
Fiscal Year 2024  
(9/1/23-8/31/24)



## TOTAL DONATIONS BREAKDOWN

■ Estates & Wills .....	75.1%
■ Grants .....	4.1%
■ AbleLight Leadership Giving Society .....	11.1%
■ Individual Giving .....	9.7%

The results summarized in this report are created using unaudited data.

Audited financial statements for the most recently audited fiscal year, as well as the IRS Form 990 tax return may be found at [AbleLight.org/About-Us/Financials](https://www.ablelight.org/about-us/financials)

# Your Donor Impact

We are deeply grateful to every donor who has chosen to support our mission this year. Your generosity drives our work and helps us create lasting impacts in the lives of those we support. Below, we honor the members of the AbleLight Leadership Giving Society, individuals whose exceptional contributions are paving the way for a brighter future. Thank you for your leadership and commitment to making a difference.

## VISIONARY (\$10,000+)

Erhardt Appold	Robert Fieldseth	Kenneth Luker	Douglas Minson	William Shackelford
Anonymous Donor	Lawrence Fodor	Dave Luzan	Ronald Radtke	Maura Stevenson
Mike Dube	Philip Lange	Stephen & Elaine Main	Eileen Rodammer	Joyce & Dennis Voss

## ILLUMINATOR (\$5,000 - \$9,999)

Thomas & Martha Bajema	Larry Clark	Ethan Grefe	Nelson Martin	Norman Sell
Gloria Barchenger	Randy Crow	Juanita Hallmann	Fred Mundt	Carrie Strong
Clyde Barton	Judy Ditzler	Robert Hubbard	Jane Munson	Eugene Tola
V. Catherine & Michael Brondos	Kurt and Dawn Faasse	Betty Kruse	Robert Seele	Timothy Vaughn
Carolyn Buon-Cristiani	William & Jennifer Fain	Norval Luth	Steve Seidl	Cesar Villalpando
Donna Byars				

## BEACON (\$2,500 - \$4,999)

Jane Barckholtz	Karen & Doug Gerth	Keith Jones	Gerald Marowsky	Michael Toedt
Robert Bellin	Dennis Gilberts	Ruth Krugler	William & Ann Niese	Kenneth Treib
Charlotte Dallman	Keith Hepola	Richard Lehmann	Carol Resseger	Raymond Wottrich
Richard Espinoza	Tim Hiteshow	John Louk	Gerald Ring	Fern Zajic
Ronald Fandrick	Bruce Johnson	Susan Lynn	Myra Rippel	

## ESTATES

**AbleLight recognizes and thanks the 190 donors who included AbleLight in their will for a combined total of \$5,940,349!**  
Estate gifts like these allow AbleLight to be better stewards of our resources, assets, and time as we are better able to plan for the future.



## Supporting the Mission

Scan the QR code or visit [AbleLight.org/Ways-To-Give](https://AbleLight.org/Ways-To-Give) to explore ways to give. Plus, check out our handy **Giving Guide** for end-of-year giving and more!

**LUMINARY**  
(\$1,000 - \$2,499)

Daniel Adams	Gregory Enterline	Trudy Justesen	Beverlyn O'Connor	Marilyn Spearbraker
Doris Alberg	Judith Faske	Jeffrey Kaczmarek	Robert Ohm	Susan Stauff
Andrea Aldinger	Joan Firmery	John Kahler	John & Janet Oltman	Robert Stevenson
Linda Alvarez	Bright Funds	Lyman Kaiser	Walter Parker	Bonnie Stottlemeyer
Harry Anderson	Randall Ganseboom	David Karch	Randall Peterson	Martin Stritof
Robert Austen	Alisa Geary	Eric Klomp	Lawrence Pollock	Thomas Taylor
Katheen Bardenhagen	James Goetsch	Richard Klotz	John Prim	David Theiss
Thomas Batterman	Walter Gould	Barbara Klug	James Proctor	Larry Townsend
Robert Bauer	Lauren Griesbach	William Kortum	Lois Radke	Kenneth Treib
Joan Behm	Robert Grossart	Thomas Kraus	Nancy Reeves	Dale Van Wulfen
David Beicke	William Grunow	Gary Law	Lucius & Elizabeth Reinbolt	Brent Vinton
Jim Beyreis	Ruth Haiduk Dahl	Nelda Jo Lidbom	Marilyn Riemer	Adeline Ward
Larry Bieberich	Ruth Hanenkratt	Linda Ligman	Lynn Rinderknecht	Gregory Warner
William Brady	Cheryl Hanks	Michael Lochmann	Cheryl Sager	Laura Waurio
Cathy Buerkle	Kathleen Hanna	Gail & Wayne Lorenz	Brian Savoie	Carol Wawrzyn
David Coles	James Hanson	Robert Mauer	Geoffrey Schlicht	Marlene Weber
David Cook	Terrill Harrington	John & Barb Meyer	Doris Schuetz	David Wegener
Joel Cooperrider	Gary Heuer	Nancy Meyer	Caitlin Schwartz	Jean Wipperman
Laura Davis	Elaine Hoff	Craig & Janice Miller	Edward Shaffer	Mary Wolfram
Ronald Dietrich	Grace Horn	Richard Musbach	George Smith	Trudy Wright Warner
Lori Discher	Katherine Hubele	Norma Naegele	James Sparks	Kian-Ti Yu
Richard Dunker	Paul Johnson	Paul Noffke	Jean Spaulding	
Reynold Durre	Christopher Johnston	Susan Norris		

**CORPORATE, FOUNDATION, AND RELIGIOUS ORGANIZATION DONORS**

**(\$25,000+)**

Daniels Fund  
State of Colorado

**(\$10,000 - \$24,999)**

Chevron of Colorado (formerly PDC Energy)  
Colorado Springs Health Foundation  
Developmental Pathways  
Smiths United Charitable Services, Inc.  
Mid-State Health Network

**(\$5,000 - \$9,999)**

Abiding Savior Lutheran Church  
Elizabeth J. May Fund at the Greater Milwaukee Foundation  
HW Home  
Immanuel Lutheran Church of Pensacola Inc

LWML Minnesota North District  
Missouri District LCMS  
Our Savior Lutheran Church  
Shepherd Of The Hills Lutheran Church  
St. John Lutheran Church - Hubbard, IA  
St. Paul's Lutheran Church Wings  
Trinity Lutheran Church  
Walsler Foundation

**(\$1,000 - \$4,999)**

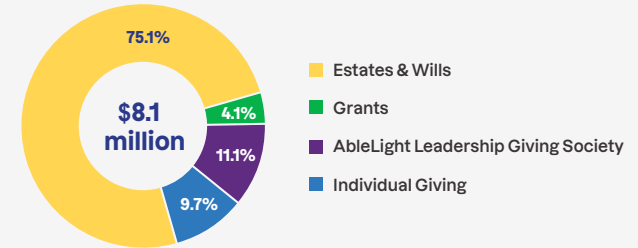
Bethany Lutheran Church  
Calvary Lutheran Church  
Carl W. and Carrie Mae Joslyn Trust  
Columbian Foundation  
Good Shepherd Lutheran Church  
Halliburton  
Holy Cross Lutheran Church

Our Savior Lutheran Church  
Schumacher-Weiherman Family Foundation  
Schwabens Society Charity Fund  
St. John Lutheran Church - Wykoff, MN  
St. John Lutheran Church - Farley, MO  
St. Martin Lutheran Church  
St. Paul Lutheran Church - Wauneta, NE  
St. Paul Lutheran Church - Whitmore Lake, MI  
The Evangelical Lutheran Church of the Good Shepherd  
Townsend Foundation  
United Cooperative  
Wallace & Irene Bronner Family Charitable Foundation  
Zion Lutheran Church - Holyoke, CO  
Zion Lutheran Church - Pierce, NE

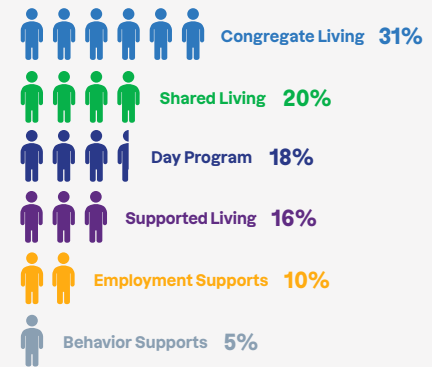
# Your Impact

**Thanks to your generosity, AbleLight total donations for the 2024 fiscal year was \$8.1 million!** The impact your gifts have made means the world to us and the people we serve. Here is how those gifts are used to support people.

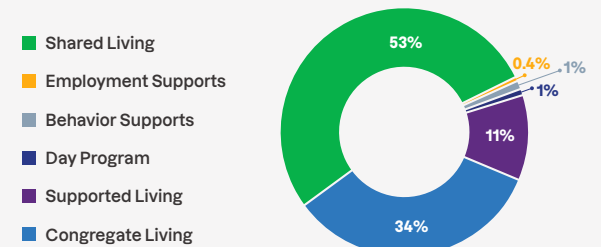
## Total Donations (as of 8/31/24)



## 1,025 People Supported (as of 8/31/24)



## 3.8 Million Hours of Support (as of 8/31/24)



# Want to Get Involved? We'd LOVE to have you!



**Subscribe**  
to our blog at  
[AbleLight.org/Blog](http://AbleLight.org/Blog)



**Follow us**  
on social media  
f in v @



**Donate or shop** at an  
AbleLight Thrift Shop.  
Learn more at  
[AbleLight.org/Thrift](http://AbleLight.org/Thrift)



**Volunteer**  
with us. Visit  
[AbleLight.org/Volunteer](http://AbleLight.org/Volunteer)



**Join** our 120th  
Anniversary Celebration!  
Donate today:  
[AbleLight.org/Legacy](http://AbleLight.org/Legacy)



## AbleLight proudly introduces the founding members of the 120th Anniversary Legacy Builders

We would like to especially recognize the founding members of the 120th Anniversary Legacy Builders. These dedicated individuals were the initial donors to contribute to our year-long 120th-anniversary celebration. You can still join our celebration and become a Legacy Builder. Your generous support ensures AbleLight's mission will thrive for generations. Thank you for being a vital part of our story. The names of our founding members of the Legacy Builders are listed below.

- |                     |                     |                      |                      |                    |                     |                         |                         |
|---------------------|---------------------|----------------------|----------------------|--------------------|---------------------|-------------------------|-------------------------|
| Elaine Adams        | Jayne Busarow       | Elaine Goldman       | Donald Hunkeler      | Karen Linsangan    | Joan Persichilli    | William Schofield       | Susan Tollers           |
| William Allwardt    | Doris Camann        | James Gorsline       | Richard Izzard       | Gertrude Lippan    | Dennis Peters       | Rodeny Schrank          | Janis Torrey            |
| Laura Alvey         | Nancy Carlson       | Newton Graves        | Reinhold Jabs        | David Lisowe       | Connie Peterson     | Marilyn Schreiber       | Kathleen Trulson        |
| Karen Anders        | John Carreon        | Gloria Grayum        | Karen Jacobson       | Linda Litton       | Peggy Peterson      | Fred Schroeder          | Beverly Tyre            |
| Dennis Appelhons    | Ardice Cerny        | Lyman Grieve         | Timothy Jari         | Mary Locher        | Melissa Phipps      | Barbara Schuldt         | Richard Uhligh          |
| Harold Arneson      | Keith Cheslock      | Larry Griff          | Charles Jasmer       | Gary Logsdon       | Ronald Popp         | Roger Schultz           | Edith Utecht            |
| Lee Arten           | Kenneth Christensen | Stanley Gumm         | Carlos Grimmert      | Scott Lovas        | James Posdal        | Alan Schultz            | John Van de Kerkhove    |
| Clifford Bach       | Eberhard Claussner  | Thomas Gust          | Marilyn Jeffers      | Lois Ludwig        | Joseph Provost      | Phyllis Schutt          | Sally Van Dyke          |
| Susan Bailey        | John Curtis         | Sharon Haberkamp     | Mrs D Jensen         | Keith Lund         | Dale Pukall         | Richard Sekel           | Leonard Vandenburg      |
| Arielle Baker       | Michael Daul        | Arlene Hacker        | Willard Jost         | Robert Lyons       | Helen Quale         | E Thelma Sellmann       | Edith Vaughn            |
| Laura Bandstra      | Deanna DeBruin      | Margaret Haffner     | Barbara Kaker        | Wayne MacCready    | Curtis Rademacher   | Al Senske               | Rose Marie Vine         |
| Carol Bantley       | Johanna DeMeyer     | Michael & Karen Hahn | Jerome Kaphingst     | Vickie Main        | Henry Radintz       | Frank Sessa             | Daniel Violette         |
| Arthur Bartholomew  | Mark Dicke          | Douglas Hahn         | Arnold Kaul          | Claire Mandeville  | Richard Ragan       | Donald Setter           | Judith Vleck            |
| Margaret Bauman     | Beverly Diefenbach  | Jacqueline Hahn      | Paul Kerl            | Dale Marquardt     | Loren Rehmer        | Katherine Shepard       | Marilyn von Schlichten  |
| irene Bautista      | Lois Dingel         | Edith Halterman      | Richard Kern         | Kathy Martin       | William Reinke      | Stephen Siekmann        | Judy Vopelak            |
| Marilyn Belter      | Doris Dixon         | John Happersberger   | Robert Kilb          | Daniel May         | Megan Richards      | Rodney Skare            | Meribeth Waldrop        |
| Jerry Benhase       | Laurel Dobberfuhl   | Patricia Harder      | John Kirchner        | Joyce McCarthy     | Thomas Richter      | Judith Smith            | Ruth Walker             |
| Phyllis Benitz      | Mary Ellen Doe      | Darleen Harens       | Edna Kline           | Scott McElroy      | Brenda Riewe        | James Smugereski        | David Wallis            |
| Waldemar Bergdolt   | Richard Doney       | Daniel Harries       | Paulette Knaack      | Michael McHale     | Michael Ring        | John Sommerfeld         | Mildred Ward            |
| Mary Louise Berghel | James Doubleday     | Patricia Hartman     | Donna Knisely        | Karen Mecscics     | Elizabeth Robertson | Louis Scott Sommerfield | David Wege              |
| Bernice Bergseth    | Harl Dubben         | Dolores Hatfield     | Kenneth Koeppen      | David Meier        | Jean Roepke         | Darlene Sonnenberg      | Eldor Wegener           |
| Shelia Berlin       | Gary Ebeling        | Kenneth Haugen       | Harry Kofalk         | Janice Meredith    | Jane Rohner         | Kevin Sorensen          | Henry Weiss             |
| Helen Biesenthal    | Juanita Ebert       | Richard Haumschild   | Dale Kohrs           | John Meyer         | Mary Rooker         | Douglas Spaulding       | Constance Weiss         |
| Ervin Birr          | Margaret Ebke       | Lawrence Heberling   | Carol Koopman        | James Miller       | E. Darwin Roseman   | Eunice Spurgat          | William Wenthe          |
| April Bissonette    | Judith Eckert       | Ruth Mae Heffelmire  | Wayne Kosbau         | James Moll         | Stephen Rosene      | Timothy Steenbock       | Lavon Wherley           |
| June Bitney         | Barbarann Erdmann   | Bob and Patti Heindl | Robert Koth          | Donna Moody        | Diana Roth          | Erinn Stimson           | Ronald White            |
| Laura Bittner       | Kurt Faasse         | Shirley Hemenway     | Sarah Kramer         | Gary Muentener     | Donald Rutter       | Robert Stohlmann        | Donald Wichmann         |
| Vernon Blankenburg  | Howard Fabricius    | M. Ray Hewitt        | Robert Kramer        | Sandra Murg        | Heather Rutz        | Maureen Stombaugh       | Robert Wigg             |
| Michael Bodinet     | Kenneth Fasshauer   | Jean Hilger          | Melvin Kranz         | Lana Murphy        | Jim Rymarczuk       | Barbara Strickland      | Richard & Sandy Willows |
| Janet Boldt         | Virginia Federwitz  | David Hillmer        | Thomas Kraus         | Jack Netzeband     | Lois Sullivan       | Lois Sullivan           | Aileen Wittenborn       |
| Werner Boos         | Gerald Ferguson     | Jon Hillstead        | Nancy Kreuzwieser    | Harry Jay Niendorf | Barb Swanson        | Barb Swanson            | Brian Wolfberg          |
| Larry Borne         | Charles Fick        | Diane Hintz          | Doris Kriehn         | Clinton Noack      | Margaret Swift      | Margaret Swift          | J. Matthias Wolff       |
| Craig Bowen         | Rodger Fischer      | Carole Hirsch        | John Krueger         | Barbara O'Connor   | Youssef Tabib       | Youssef Tabib           | Dennis Woodkey          |
| Amelia Boynton      | Anthony Frassetto   | Peter Hirt           | Harvey Kruithof      | Helen O'Connor     | Amy Teragawa        | Amy Teragawa            | Cheryl Zabel            |
| Renae Boyum         | John Fuchs          | Carl & Lori Hively   | Paul Kuhlmann        | Sandra Ohedy       | Gerald Teske        | Gerald Teske            | Gertrude Zauner         |
| Stephen Bradfield   | Jessica Gallitz     | Richard Hoeker       | Sandra Laabs         | Galen Olson        | Fredric Tessoroff   | Fredric Tessoroff       | Jeannette Zboray        |
| Nancy Braun         | Elaine Gehl         | Traci Hoeltke        | Jack Lane            | Elayne O'Neill     | Alan Thiele         | Alan Thiele             | Luella Zimmerman        |
| Thelma Breen        | Arnold Gennrich     | Richard Hoelz        | Jack Larkin          | Charles Ophardt    | Sandra Thompson     | Sandra Thompson         | Joel Zink               |
| Daniel Breitkreutz  | Royal Gibson        | Kurt Lembach         | Margaret Latimer     | Alvin Oswald       | John Thompson       | John Thompson           | Byron Zuehlk            |
| Merlin Bretzman     | Gregory Ginnow      | Roger Lessman        | Waldo Leimer         | Norman Oswald      | Timothy Thoms       | Timothy Thoms           | William Zwick           |
| Jack Brown          | Edna Gipp           | Keith Lindner        | Angela Hollingsworth | William Ottley     | Roselyn Thrash      | Roselyn Thrash          |                         |
| Christene Brown     | Glen Godke          |                      | Isaac Hudson         | Douglas Parks      | Janice Tice         | Janice Tice             |                         |
| Robert Bruckner     |                     |                      | Anita Huey           | Alan Parmenter     | Billy Tinnel        | Billy Tinnel            |                         |